

FACT SHEET

SUBJECT: Training and Development for Project Management Business Process (PMBP)

1. PURPOSE: To provide the USACE BOD information concerning the need to develop and implement an integrated program to train and develop our workforce, especially our future leaders, on the PMBP.

2. FACTS:

- The Corps of Engineers has embraced the PMBP as a way of conducting business and for delivering our services and projects to our customers.
- Currently, there is no integrated program to orient our general workforce on the PMBP - what it is; its power, effectiveness, utility; how the whole organization contributes; etc.
- There is no consistent or predictable program to train and develop our project managers or project team members on the implementation and use of the PMBP. For the most part, we rely on OJT or personal initiative to accomplish this. This makes it very difficult to attract, train, and develop the level of leadership, talent, and skill needed to sustain the Corps as a "project management organization."
- We do not have a well organized or consistent program to identify, train, and develop people to assume the role as senior PMs/DPMs. This is especially important considering the Corps' commitment to ensuring that our senior PMs/DPMs position are available to a wide of variety of backgrounds and skills.
- The Corps does not have a consistent or predictable program to train and develop our planners, especially our senior planners. This is inconsistent with our goals to develop and sustain a viable workforce and to develop and sustain a viable Civil Works program.
- Other Federal agencies and the private sector are well ahead of the Corps in recognizing and dealing with these problems and opportunities.
- Due to our history in implementing the PMBP and events that severely reduced our ability and commitment to training and developing our planners, it is critical that we address these problems and opportunities immediately.
- A solution to these problems cannot be developed or implemented by the Districts or MSCs. This requires action by HQUSACE.

3. EXPECTED BOD ACTIONS: Consider the presentation on this subject and undertake a dialog about these problems. Develop general instructions to guide a task force that would be established to study and recommend solutions. Focus implementation on FY 00.

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